

FILED: March 2, 2018

UNITED STATES COURT OF APPEALS
FOR THE FOURTH CIRCUIT

No. 18-1152
(10-CA-185960)
(10-CA-186993)
(10-CA-194277)

NATIONAL LABOR RELATIONS BOARD

Petitioner

v.

UNITED STATES POSTAL SERVICE

Respondent

J U D G M E N T

The Board's proposed judgment and order are attached hereto and are adopted as the judgment of this court enforcing an order of the National Labor Relations Board.

The court's mandate shall issue forthwith.

/s/ PATRICIA S. CONNOR, CLERK

UNITED STATES COURT OF APPEALS FOR THE FOURTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
	:	
Petitioner	:	No. 18-1152
v.	:	
	:	Board Case Nos.:
UNITED STATES POSTAL SERVICE	:	10-CA-185960
	:	10-CA-186993
Respondent	:	10-CA-194277

JUDGMENT

THIS CAUSE was submitted upon the application of the National Labor Relations Board for the enforcement of a certain order on consent issued by it against Respondent, United States Postal Service, its officers, agents, successors, and assigns, on January 24, 2018, in Board Case Nos. 10-CA-185960, 10-CA186993 and 10-CA-194277; and upon the record in that proceeding, certified and filed in this Court enforcing the order.

ON CONSIDERATION WHEREOF, it is ordered and adjudged by the United States Court of Appeals for the Fourth Circuit that the order of the National Labor Relations Board be, and the same is hereby enforced; and that the Respondent, United States Postal Service, its officers, agents, successors, and assigns, abide by and perform the directions of the Board set forth in its order. (See Attached Order and Appendix)

Mandate shall issue forthwith

NATIONAL LABOR RELATIONS BOARD

v.

UNITED STATES POSTAL SERVICE

ORDER

United States Postal Service, Charlotte and Fayetteville, North Carolina, its officers, agents, successors, and assigns, shall

1. Cease and desist from the following in connection with the Respondent's employees employed in the Respondent's Charlotte, North Carolina facilities, as described in Appendix A, as well as its facility at 2507 Downing Road, Fayetteville, North Carolina.
 - (a) Refusing to bargain collectively and in good faith with the National Unions, by failing to furnish, or by unduly delaying furnishing, information that is relevant and necessary to the Local Unions in performing their duties for the National Unions, the exclusive bargaining representatives of the unit.
 - (b) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by the National Labor Relations Act.
2. Take the following affirmative action necessary to effectuate the policies of the Act:
 - (a) Upon request, furnish the Local Unions, or any other union with which the Respondent has an exclusive collective-bargaining relationship within its Mid-Carolinas District, with necessary and relevant information in a timely and appropriate manner. Appendix B identifies the facilities in the Respondent's Mid-Carolinas District.
 - (b) Waive, for 30 days following issuance of the Board's Order, any contractual deadlines for filing and pursuing grievances related to the requested information that the Local Unions missed due to the Respondent's delay in providing the information requested as described in the following paragraphs of each complaint:

Complaint Date	Paragraphs
January 31, 2017 (Consolidated Complaint)	9 through 36

May 3, 2017 (Notice of Intent to Amend)	35
June 29, 2017	9 through 14

- (c) At each of the Respondent's facilities in its Mid-Carolinas District, maintain a log in which the Respondent will immediately record each information request that the Local Unions, or any other union with which the Respondent has an exclusive collective-bargaining relationship within its Mid-Carolinas District, tendered to the Respondent orally or in writing, at that facility. These logs shall include the following information: a brief description of the information requested; the name of the individual who is making the request; the Union and unit involved; the name of the supervisor who received the request; the date the request was made; and the date that the Respondent's manager or supervisor provided the Local Unions or other such union with the requested information. If the manager or supervisor, having reviewed the documents requested, believes that the Respondent will need additional time to furnish the information, the manager or supervisor will inform the Local Unions, or any other such union, in writing, requesting additional time and explaining the need for the additional time. Union stewards will be granted access to the logs, upon request.
- (d) Provide for each manager and supervisor who is designated to receive union requests for information at each facility in the Respondent's Mid-Carolinas District, annual training that encompasses how to maintain the log and how to tender the relevant information to the Local Unions, or any other such union, requested; require that each such supervisor and manager sign an acknowledgment form attesting to the fact that he or she has completed this training. A copy of this acknowledgment form shall be maintained in the supervisor's or manager's training and history files. Supervisors or managers who fail reasonably to supply relevant information, or who fail to supply such information timely to the Local Unions, or other such union, will have this fact mentioned in the "corrective action" column of the semi-annual audit report provided to the district manager and district

manager of human resources. A repeated violation could lead to discipline of the supervisor or manager.

- (e) Notify Union stewards at each of the Respondent's facilities within its Mid-Carolinas District when the manager or supervisor who is designated to receive union requests for information at that facility has changed.

- (f) Require the Respondent's legal or labor relations department to conduct semi-annual audits of the logs at each of the Respondent's facilities in its Mid-Carolinas District, to ensure that the Local Unions' and other such unions' information requests are being handled in a timely and appropriate manner, and to ensure the logs are being properly maintained. Following the audit, the legal or labor relations department shall tender, in writing, a written report that will be forwarded to the district manager and district manager of human resources.
- (g) Within 14 days of service by the Region:
 - (i) Post at each of its facilities in the Respondent's Mid-Carolinas District, copies of the Notice to Employees that the Regional Director for Region 10 shall provide to the Respondent for posting. The Region will provide 10 copies of the Notice that the Respondent will be required to duplicate in color, at its own expense, before posting. The duplicated copies, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted.
 - (ii) Send a copy of any Board Order and Notice to Employees to all its supervisors and managers at all of its facilities in its Mid-Carolinas District.
- (h) In the event that, during the pendency of these proceedings, the Respondent closes one of its facilities in its Mid-Carolinas District, the Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondent at the closed facility at any time since July 10, 2016.
- (i) Within 21 days after service by the Region, the Respondent shall submit a signed and sworn Certification of Compliance, Part I form certifying that it has complied with the provisions of V.2(g)(i and ii) of this Settlement Stipulation by providing a list of all facility locations in the Respondent's Mid-Carolinas District, the dates it posted the Notice and the dates and method by which it sent the Notice to its supervisors and managers, the individuals by job title at each facility to whom it sent the Notice, and the places of specific posting at each facility (i.e. break room bulletin board), and dates of such posting or distribution.

- (j) Upon request, provide to the Regional Director of Region 10, copies of the logs described above in Section V.2(c); the acknowledgement forms, audit reports, and discipline described above in Section V.2(d); and the semi-annual audits and reports from the Respondent's legal or labor relations department described above in Section V.2(f).
- (k) In response to Mail Handlers Local 305's January 5, 2017 and March 9, 2017 request that the Respondent furnish it with "FORM 50 FOR ALL MAILHANDLERS" and "TEST SCORES AND CURRENT HIRING LIST FOR ALL MHA'S," as described in paragraph 9 of the June 29, 2017 Complaint in Case 10-CA-194277, the Respondent will:
 - (i) Bargain with Mail Handlers Local 305 over an appropriate accommodation of Mail Handlers Local 305's need for the information requested and the employees' privacy interest in their test scores.
 - (ii) If the parties are unable to bargain to an accommodation, the Respondent will promptly seek the consent of each individual employee to disclose to Mail Handlers Local 305 each individual's test score before disclosing those test scores to Mail Handlers Local 305.
 - (iii) If one or more individual employees do not consent, the Respondent shall promptly allow the Regional Director or his agent to view the test scores along with the Forms 50 of each of the individual employees, without identifying any employee by name. The Regional Director or his agent should then inform the parties whether it appears that the order of hiring comports with that data, and, if it does not, the respect in which it does not. The parties may, by mutual agreement, designate another individual to review the test scores and Forms 50 and make a determination for the parties.

NOTICE TO EMPLOYEES

**Posted by Order of the National Labor Relations Board An Agency of the
United States Government**

PURSUANT TO A STIPULATION PROVIDING FOR A BOARD ORDER
AND A CONSENT JUDGMENT OF ANY APPROPRIATE UNITED STATES
COURT OF APPEALS

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain on your behalf with your employer
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT refuse to provide **Letter Carriers Branch 545, Mail Handlers Local 305**, or any union with which we have an exclusive collective-bargaining relationship within our Mid-Carolinas District, with information that they or their National Unions need to represent you.

WE WILL NOT unreasonably delay in providing **Letter Carriers Branch 545, Mail Handlers Local 305**, or any union with which we have an exclusive collective-bargaining relationship within our Mid-Carolinas District, with information that they or their National Unions need to represent you.

WE WILL NOT in any like or related manner interfere with your rights under the National Labor Relations Act.

WE HAVE provided Letter Carriers Branch 545 with the information it initially requested on:

- July 10, 2016
- July 29, 2016
- August 4, 2016
- August 5, 2016
- August 26, 2016

- August 30, 2016
- August 31, 2016

WE WILL, upon request, provide any union with which we have an exclusive collective-bargaining relationship within our Mid-Carolinas District with necessary and relevant information in a timely and appropriate manner.

WE WILL promptly provide Letter Carriers Branch 545 with the information it requested on October 7, 2016, including investigative interview notes for a named employee.

WE WILL bargain in good faith with Mail Handlers Local 305 over its request for Form 50 for All Mail Handlers and test scores and current hiring list for all Mail Handler Assistants in a manner that provides the Union with the information it needs while protecting the privacy of your test scores.

WE WILL waive for 30 days following issuance of the Board's Order any contractual deadlines for filing and pursuing grievances related to the requested information that Letter Carriers Branch 545 and Mail Handlers Local 305 missed due to our delay in providing the information requested.

WE WILL maintain at each facility in our Mid-Carolinas District a log in which we will immediately record each information request that any union with which we have an exclusive collective-bargaining relationship makes, either orally or in writing, at that facility. **WE WILL** provide these unions with reasonable access to these logs that pertain to their requests.

WE WILL provide annual training for each manager and supervisor who is designated to receive union requests for information at each facility in our Mid-Carolinas District. Such training will encompass how to maintain the log and how to tender the relevant information to any union with which we have an exclusive collective-bargaining relationship.

WE WILL notify union stewards for all unions with which we have an exclusive collective-bargaining relationship at each of our facilities in our Mid-Carolinas District when the manager or supervisor who is designated to receive union requests for information at that facility has changed.

WE WILL require our legal or labor relations department to conduct semi-annual audits of the logs at each of our facilities in our Mid-Carolinas District, to ensure

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that the information requests of any union with which we have an exclusive collective-bargaining relationship are being handled in a timely and appropriate manner and to ensure the logs are being properly maintained.

UNITED STATES POSTAL SERVICE

The Board's decision can be found at www.nlrb.gov/case/10-CA-185960 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.



APPENDIX A

The following locations constitute Respondent's facilities in Charlotte, North Carolina, referred to in Section V(1.) of this Settlement Stipulation:

1. Ballantyne Station
8240 Ballantyne Commons Pkwy
Charlotte, NC 28277
2. Ballantyne Annex (domiciled at Matthews PO)
301 E John St
Matthews, NC 28105
3. Carmel Finance Unit
8326 Pineville Matthews Rd, Ste 407
Charlotte, NC 28226
4. South Providence Finance Unit
11035 Golf Links Dr N
Charlotte, NC 28277
5. Downtown Station
201 N McDowell St
Charlotte, NC 28204
6. Idlewood Station
6501 Albemarle Rd
Charlotte, NC 28212
7. Independence Carrier Annex
3717 Eastway Dr
Charlotte, NC 28205
8. Midwood Finance Unit
1233 The Plaza
Charlotte, NC 28205
9. Randolph Finance Unit
917 Wendover Rd
Charlotte, NC 28211
10. Mint Hill Station
8920 Lawyers Rd
Mint Hill, NC 28227
11. Minuet Carrier Annex
430 Minuet Ln
Charlotte, NC 28217
12. Park Road Finance Unit
4117 Park Rd
Charlotte, NC 28209
13. Starmount Finance Unit
6241 South Blvd
Charlotte, NC 28217
14. North Tryon Station
6700 N Tryon St
Charlotte, NC 28213
15. 30th Street Finance Unit
3720 N Tryon St Ste 113
Charlotte, NC 28029
16. Oakdale Station
1101 Sunset Rd
Charlotte, NC 28216
17. Jim Richardson Finance Unit
2127 Beatties Ford Rd Ste B
Charlotte, NC 28216
18. Plaza Station
4325 East WT Harris Blvd
Charlotte, NC 28215
19. Northeast Finance Unit
1820 Harris Houston Rd
Charlotte, NC 28262
20. Steele Creek Station
10926 Quality Dr

Charlotte, NC 28272

Charlotte, NC 28269

21. WT Harris Station
3515 David Cox Rd
Charlotte, NC 28269

22. Derita Finance Unit
2505 Derita Ave

23. Yorkmont Station
4800 Express Dr
Charlotte, NC 28202

24. Freedom Finance Unit
3202 Wilkinson Blvd Suite C-3B
Charlotte, NC 28208

APPENDIX B

The following locations constitute Respondent's officers, agents, successors, and assigns in the Mid-Carolinas District, as described in V(2.):

<u>Facility And Street</u>	<u>Zip Code</u>
Aberdeen, NC	28315
111 S Poplar St	
Albemarle, NC	28001
320 S 2nd St	
Albertson, NC	28508
3714 N NC 903 Hwy	
Alexander, NC	28701
360 Old Marshall Hwy	
Alexis, NC	28006
4226 Charles Raper Jonas Hwy	
Alliance, NC	28509
13144 NC 55 Hwy	
Almond, NC	28702
1940 Hwy 28 N	
Andrews, NC	28901
12 Chestnut St	
Ansonville, NC	28007
8795 Us Hwy 52 North	
Arapahoe, NC	28510
7706 Kershaw Rd	
Arden, NC	28704

2385 Hendersonville Rd	
Ash, NC	28420
3882 Whiteville Rd Nw	
Asheville, NC	28810
591 Brevard Rd	
<i>Asheville Stations:</i>	
Grace Station	28804
725 Merrimon Ave	28814
Asheville, NC 28804	
London Road Annex	28803
37 London Rd	28805
Asheville, NC 28803	
Biltmore Finance Unit	28813
780 Hendersonville Rd, Ste 7	
Asheville, NC 28803	
Oteen Finance Unit	28815
1141 Tunnel Rd, Ste C	
Asheville, NC 28805	
West Asheville Finance Unit	28801
1302 Patton Ave	28806
Asheville, NC 28806	28816
West Asheville Carrier Annex	
591 Brevard Rd	
Asheville, NC 28810	
Downtown Finance Unit	28802

33 Coxe Ave	
Asheville, NC 28801	
Atkinson, NC	28421
105 W Church St	
Atlantic, NC	28511
755 Seashore Dr	
Atlantic Beach, NC	28512
1516 W Fort Macon Rd	
Autryville, NC	28318
100 W. Williams St	
Ayden, NC	28513
452 2nd St	
Badin, NC	28009
1 Boyden St	
Bakersville, NC	28705
130 Hemlock Dr	
Balsam, NC	28707
103 Cabin Flats Rd	
Balsam Grove, NC	28708
8125 Parkway Rd	
Barium Springs, NC	28010
2625 Shelton Ave	
Barnardsville, NC	28709
1664 Barnardsville Hwy	
Bat Cave, NC	28710
89 Lake Lure Highway	

Bayboro, NC	28515
107 Main St	
Beaufort, NC	28516
1903 Live Oak St	
Belmont, NC	28012
208 Glenway St	
Bessemer City, NC	28016
124 E. Alabama Ave	
Beulaville, NC	28518
807 E. Main St	
Black Mountain, NC	28711
104 Richardson Blvd	
Blacksburg, SC	29702
202 W Pine St	
Bladenboro, NC	28320
223 Martin Luther King Jr Dr	
Boiling Springs, NC	28017
101 N Main St	
Bolivia, NC	28422
3890 Business 17 E	
Bolton, NC	28423
15315 Sam Potts Hwy	
Bostic, NC	28018
1521 Bostic Sunshine Hwy	
Bowling Green, SC	29703
1771 N Hwy 321	

Brasstown, NC	28902
98 Settawig Rd	
Brevard, NC	28712
159 W Main St	
Bridgeton, NC	28519
601 D Street	
Brunswick, NC	28424
1424 Vinson Blvd	
Bryson City, NC	28713
130 Slope St	
Bunnlevel, NC	28323
6904 Us Hwy 401 S	
Burgaw, NC	28425
100 E Satchwell St	
Burnsville, NC	28714
670 W Main St	
Calypso, NC	28325
108 W Trade St	
Cameron, NC	28326
450 Carthage St	
Candler, NC	28715
99 Rutherford Rd	
Canton, NC	28716
183 Park St	
Caroleen, NC	28019
2201 Us Hwy 221a	

Carolina Beach, NC	28428
1323 Bridge Barrier Rd	
Carthage, NC	28327
105 S Ray St	
Casar, NC	28020
5801 Casar Rd	
Cashiers, NC	28717
230 Frank Allen Rd	
Castle Hayne, NC	28429
4024 Holly Shelter Rd	
Catawba, SC	29704
4795 Cureton Ferry Rd	
Cedar Island, NC	28520
3553 Cedar Island Rd	
Cedar Mountain, NC	28718
9515 Greenville Hwy	
Cerro Gordo, NC	28430
76 Pine St	
Chadbourn, NC	28431
601 N Brown St	
<i>Charlotte Stations:</i>	
Ballantyne Station	28277
8240 Ballantyne Commons Pkwy	28226
Ballantyne Annex	28270
(Domiciled At Matthews Po)	
301 E John St	
Matthews, NC 28105	

Carmel Finance Unit	28247
8326 Pineville Matthews Rd, Ste 407	
Charlotte, NC 28226-4722	
South Providence Finance Unit	28271
11035 Golf Links Dr N	
Charlotte, NC 28277	
Downtown Station	28202
201 N McDowell St	28203
Charlotte, NC 28204	28204
	30-37
Idlewild Station	28212
6501 Albemarle Rd	28229
Charlotte, NC 28212	
Independence Carrier Annex	28205
3717 Eastway Dr	28207
Charlotte, NC 28205	28274
Midwood Finance Unit	28225
1233 The Plaza	28299
Charlotte, NC 28205	28218
Randolph Finance Unit	28222
917 Wendover Rd	
Charlotte, NC 28211-1120	
Mint Hill Station	28227
8920 Lawyers Rd	
Mint Hill, NC 28227	
Minuet Carrier Annex	28210
430 Minuet Ln	28209
Charlotte, NC 28217	

Park Road Finance Unit	28220
4117 Park Rd	
Charlotte, NC 28209	
Starmount Finance Unit	28224
6241 South Blvd	
Charlotte, NC 28217	
North Tryon Station	28213
6700 N Tryon St	28256
Charlotte, NC 28213	28262
	28223
30th Street Finance Unit	28206
3720 North Tryon Street Suite 113	
Charlotte, NC 28206-2073	
Oakdale Station	28216
1101 Sunset Rd	
Charlotte, NC 28216	
Jim Richardson Finance Unit	28297
2127 Beatties Ford Rd, Ste B	
Charlotte, NC 28216	
Plaza Station	28215
4325 East WT Harris Blvd	
Charlotte, NC 28215	
Northeast Finance Unit	28262
1820 Harris Houston Rd	
Charlotte, NC 28262	
Steele Creek Station	28278
10926 Quality Dr	28273
Charlotte, NC 28278	

WT Harris Station	28269
3515 David Cox Rd	
Charlotte, NC 28269	
Derita Finance Unit	28221
2505 Derita Ave	
Charlotte, NC 28269	
Yorkmont Station	28217
4800 Express Dr	28219
Charlotte, NC 28208	28208
Freedom Finance Unit	28266
3202 Wilkinson Blvd, Suite C-3b	
Charlotte, NC 28208-5676	
Charlotte Passport Center	
1820 Harris Houston Road	
Charlotte, NC 28262	
Cherokee, NC	28719
671 Tsali Blvd	
Cherryville, NC	28021
107 N Mulberry St	
Chester, SC	29706
131 Saluda St	
Chesterfield, SC	29709
200 E Main St	
Chimney Rock, NC	28720
366 Main St	
China Grove, NC	28023
200 S. Bostian St	

Chinquapin, NC	28521
2758 S NC 41 50 Hwy	
Clarendon, NC	28432
6337 Ten Mile Rd	
Clarkton, NC	28433
31 E Green St	
Cliffside, NC	28024
244 N Main St	
Clinton, NC	28328
1011 Sunset Ave	
Clover, SC	29710
913 Bethel St	
Clyde, NC	28721
8639 Carolina Blvd	
Columbus, NC	28722
126 Ward St	
Comfort, NC	28522
4262 Hwy 41 West	
Concord Main PO, NC	28025
66 Mccachern Blvd Se	
Concord North 29 Station	28027
455 Concord Pkwy North	
Cordova, NC	28330
232 Ledbetter Street	
Cornelius, NC	28031

20311 Chartwell Center Dr	
Council, NC	28434
11740 NC Hwy 211 E	
Cove City, NC	28523
201 E Sunset Blvd	
Cramerton, NC	28032
111 Center St	
Crouse, NC	28033
2715 W Old NC 150 Hwy	
Culberson, NC	28903
2400 NC Hwy 60	
Cullowhee, NC	28723
4710 Little Savannah Rd	
Cumberland, NC	28331
2304 Wingate Rd	
Currie, NC	28435
28480 NC Hwy 210	
Dallas, NC	28034
3151 Dallas-High Shoals Hwy	
Dana, NC	28724
10 Ridge Road	
Davidson, NC	28036
99 Jackson St	
Davis, NC	28524
272 Horseshoe Rd	

Deep Run, NC	28525
3466 Old Hwy 11 S	
Delco, NC	28436
30 Delco Prosper Rd	
Denver, NC	28037
3593 Denver Dr	
Dillsboro, NC	28725
385 Haywood Rd	
Dover, NC	28526
115 W. Kornegay St	
Dublin, NC	28332
86 3rd St	
Dudley, NC	28333
4219 Us Hwy 117 Alt	
Dunn, NC	28334
1115 S Clinton Ave	
Earl, NC	28038
2719 Blacksburg Rd	
East Flat Rock, NC	28726
125 W Blue Ridge Rd	
East Spencer, NC	28039
209 South Long St	
Edgemoor, SC	29712
4469 Edgeland Rd	
Edneyville, NC	28727
3979 Chimney Rock Rd	
Elizabethtown, NC	28337

209 S Poplar St	
Ellenboro, NC	28040
131 Depot St	
Ellerbe, NC	28338
268 Second St	
Emerald Isle, NC	28594
142 Eastview Dr	
Enka, NC	28715
1572 Sand Hill Rd	
Ernul, NC	28527
1000 Hills Neck Rd	
Erwin, NC	28339
904 South 13th St	
Etowah, NC	28729
123 Etowah Center Dr	
Evergreen, NC	28438
7553 Old Us Hwy 74	
Fair Bluff, NC	28439
1115 Main St	
Fairmont, NC	28340
100 N. Walnut St	
Fairview, NC	28730
1352 Charlotte Hwy	
Faison, NC	28341
105 E Main St	
Faith, NC	28041
1027 Gantt St	

Falcon, NC	28342
7175 West St	
Fallston, NC	28042
771 E Stagecoach Trail	
Fayetteville, NC	
301 Green St	
Fayetteville, NC 28301	
Main Office Window	28302
301 Green St, Ste 200	
Fayetteville, NC 28301	
Vehicle Maintenance Facility	VMF
2509 Downing Road	
Fayetteville, NC 28312	
<u>Fayetteville Stations:</u>	
Cliffdale Station	28314
6380 Cliffdale Rd	
Fayetteville, NC 28314	
Fort Bragg Finance Unit	28307
1605 Reilly Rd 28307	
Fort Bragg, NC 28307	
Fort Bragg Macomb	
1256 Macomb St, Bldg 2	
Fort Bragg, NC 28310	
Pope Air Force Base	28308
508 Virgin St, Bldg 371	
Pope Air Force Base, NC 28308	
Eutaw Station	28303
816 Elm St	
Fayetteville, NC 28303	

Lafayette Station	28304
907 Brighton Rd	28309
Fayetteville, NC 28314	Box
Haymount Finance Unit	28305
106 Oakridge Ave	
Fayetteville, NC 28305	
Highland Annex	28304
2800 Raeford Rd, Ste 2	Box
Fayetteville, NC 28303	
Lakedale Station	28306
2503 Southern Ave	
Fayetteville, NC 28306	
Tokay Annex	28301
2812 Ramsey St	28311
Fayetteville, NC 28301	28312
Flat Rock, NC	28731
2687 Greenville Hwy	
Fletcher, NC	28732
3616 Hendersonville Rd	
Fontana Dam, NC	28733
50 Fontana Road	
Forest City, NC	28043
133 S Powell St	
Fort Lawn, SC	29714
5915 Lancaster Hwy	
Fort Mill, SC	29715

201 Tom Hall St	29707
	29708
	29716
Franklin, NC	28734
250 Depot St	
Garland, NC	28441
107 S Bladen Ave	
Gastonia, NC	28052
301 W Main Ave	
New Hope Carrier Annex	28054
1882 S New Hope Rd	
Gastonia, NC 28054	
Gerton, NC	28735
5000 Gerton Hwy	
Gibson, NC	28343
4580 Main St	
Glenville, NC	28736
4907 N Highway 107	
Gloucester, NC	28528
310 Pigott Rd	
Godwin, NC	28344
8817 Main St	
Gold Hill, NC	28071
14125 Hwy 52	
Granite Quarry, NC	28072
222 E Bank St	

Grantsboro, NC	28529
10644 NC Hwy 55 E	
Green Mountain, NC	28740
291 Toe River Rd	
Grifton, NC	28530
466 Queen St	
Grover, NC	28073
102 Mulberry Rd	
Hallsboro, NC	28442
4161 Sam Potts Hwy	
Hamlet, NC	28345
105 W Main St	
Hampstead, NC	28443
121 Dan Owen Dr	
Harkers Island, NC	28531
823 Island Road	
Harrells, NC	28444
218 Tomahawk Hwy	
Harris, NC	28074
173 Hogan Rd	
Harrisburg, NC	28075
4258 Hwy 49 South	
Havelock, NC	28532
133 Us Hwy 70 W	
Cherry Point Finance Unit	28532

153 E St	
Havelock, NC 28532	
Hayesville, NC	28904
136 Sanderson St	
Hendersonville, NC	28739
427 5th Avenue W	28793
Hendersonville Carrier Annex	28791
90 Lakewood Rd	28792
Henrietta, NC	28076
2946 Harris-Henrietta Rd	
Hickory Grove, SC	29717
6015 Wylie Ave	
High Shoals, NC	28077
511 N Lincoln St	
Highlands, NC	28741
43 Dillard Rd	
Hobucken, NC	28537
51 School House Lp	
Hoffman - Marston, NC	28363
2717 N Us 1 Highway	
Marston, NC	
Holly Ridge, NC	28445
213 Holly St	
Surf City Finance Unit	
13567 NC Hwy 50	
Surf City, NC 28445	

Hookerton, NC	28538
116 Third St	
Hope Mills, NC	28348
3215 N Main St	
Horse Shoe, NC	28742
3740 Brevard Rd	
Hot Springs, NC	28743
111 Bridge St	
Hubert, NC	28539
382 Hubert Blvd	
Huntersville, NC	28078
400 Gilead Rd	28070
Indian Trail, NC	28079
210 Postage Way	
Iron Station, NC	28080
4832 Hwy 27 E	
Ivanhoe, NC	28447
4109 Ivanhoe Rd	
Jacksonville, NC	28540
719 New Bridge St	25841
	28543
	28544
	28545
	28547
Mccutcheon Field Finance Unit	
234 Curtis Rd	
Mccutcheon Field, NC 28545	

Northwoods Finance Unit	
2501 Onslow Dr, Unit 100	
Jacksonville, NC 28540	
Jax - Brynn Marr Station	28546
279 Huff Dr	
Tarawa Terrace Finance Unit	
2463 Iwo Jima Blvd	
Tarawa Terrace, NC 28543	
<u>Military Post Offices:</u>	
Camp Geiger	
1003 A St	
Camp Lejeune, NC 28542	
Camp Johnson	
129 Montford Landing Rd	
Camp Lejeune, NC 28542	
Camp Lejeune	28542
1770 Mchugh Blvd	
Camp Lejeune, NC 28547	
Courthouse Bay -	
54 Poe Rd	
Camp Lejeune, NC 28542	
D Street Military Po	
222 D St	
Camp Lejeune, NC 28542	
Jefferson, SC	29718
108 S Main St	
Kannapolis, NC	28081
1040 Dale Earnhardt Blvd	

Kelly, NC	28448
18529 NC 53 Hwy E	
Kenansville, NC	28349
106 N Main St	
Kings Mountain, NC	28086
115 E Gold St	
Kinston, NC	28501
208 E Caswell St	
Plaza Finance Unit	28503
2433 N Heritage St	
Kinston, NC 28501	
Kure Beach, NC	28449
237 N Fort Fisher Blvd	
La Grange, NC	28551
209 S Caswell St	
Lake Junaluska, NC	28745
60 Old Clyde Rd	
Lake Lure, NC	28746
2432 Memorial Hwy	
Lake Toxaway, NC	28747
1320 Blue Ridge Rd	
Lake Waccamaw, NC	28450
103 Chauncey Town Rd	
Lakeview, NC	28350
278 Camp Easter Rd	

Lancaster, SC	29720
501 N Main St	29721
	29722
Landis, NC	28088
230 East Ryder Ave	
Lattimore, NC	28089
306 E Main St	
Laurel Hill, NC	28351
9140 Morgan St	
Laurinburg, NC	28352
109 S Gill St	28353
Lawndale, NC	28090
241 E Main St	
Leicester, NC	28748
2520 New Leicester Hwy	
Fax 828-683-2229	
Leland, NC	28451
1123 Village Rd Ne	
Lemon Springs, NC	28355
7246 Lemon Springs Rd	
Lilesville, NC	28091
103 E Wall St	
Lincolnton, NC	28092
326 E Main St	
Linden, NC	28356
4764 Main St	

Little Switzerland NC	28749
9455 Hwy 226a	
Locust, NC	28097
206 Main St W	
Longwood, NC	28452
2165 Longwood Rd NW	
Lowell, NC	28098
206 E 1st St	
Lumber Bridge, NC	28357
104 S. Fayetteville St	
Lumberton, NC	28358-60
301 E 7th St	28372
Lynn, NC	28750
2633 Lynn Rd	
Maggie Valley, NC	28751
4280 Soco Rd	
Magnolia, NC	28453
215 E Main St	
Maple Hill, NC	28454
545 Maple Hill School Rd	
Marble, NC	28905
189 Marble Rd	
Marietta, NC	28362
2733 Marietta Rd	
Marion, NC	28752
215 S Main St	

Mars Hill, NC	28754
65 South Main St	
Marshall, NC	28753
100 South Main St	
Marshallberg, NC	28553
1160 Marshallberg Rd	
Marshville, NC	28103
322 E Union St	
Matthews, NC	28105
301 E John St	28104
	28106
Maury, NC	28554
3413 Hwy 903 N	
Maxton, NC	28364
215 McCaskill Ave	
Maysville, NC	28555
1004 Main St	
McAdenville, NC	28101
111 Main St	
McConnells, SC	29726
4182 Chester Hwy	
McFarlan, NC	28102
12005 Us Hwy 52 South	
Merritt, NC	28556
19686 NC Hwy 55	
Micaville, NC	28755
551 Micaville Loop	

Midland, NC	28107
13379 Hwy 601	
Mill Spring, NC	28756
50 School Rd	
Mineral Springs, NC	28108
5912 Waxhaw Hwy #75	
Misenheimer, NC	28109
48456 Hwy 52 N	
Monroe, NC	28110
101 S Charlotte Ave	28111
Monroe Carrier Annex	28110
1639 Dickerson Blvd.	28112
	28079
Montreat, NC	28757
301 Assembly Dr	
Mooresboro, NC	28114
104 W Church St	
Mooresville, NC	28115
123 Institute Ave	
North Lake Station	28117
172 Williamson Rd	
Mooresville, NC 28117	
Morehead City, NC	28557
3500 Bridges St	
Morven, NC	28119
108 E Main St	

Mount Croghan, SC	29727
6 Camden Rd	
Mount Holly, NC	28120
806 W Central Ave	
Mount Mourne, NC	28123
1519 Mecklenburg Hwy	
Mooresville, NC 28115	
Mount Olive, NC	28365
611 N Breazeale Ave	
Mount Pleasant, NC	28124
1498 S Main St	
Mount Ulla, NC	28125
775 Grampian Rd	
Mountain Home, NC	28758
524 Courtland Blvd	
Hendersonville, NC 28791	
Murphy, NC	28906
388 Valley River Ave	
Nakina, NC	28455
7731 Seven Creek Hwy	
Naples, NC	28760
121 S Naples Road	
Nebo, NC	28761
229 Nebo School Rd	
New Bern, NC	28560
1851 S Glenburnie Rd	28561
New Bern, NC 28562	28562
	28563

	28564
Downtown Finance Unit	28563
233 Middle Street, Ste 101	
New Bern, NC 28560	
Neuse Forest Finance Unit	
1620 Old Cherry Point Rd	
New Bern, NC 28560	
New London, NC	28127
212 S Main St	
Newell, NC	28126
8105 Old Concord Rd	
Newport, NC	28570
337 Howard Blvd	
Newton Grove, NC	28366
208 Fayetteville St	
Norman, NC	28367
3664 NC Hwy 220 N	
Norwood, NC	28128
243 S Main St	
Oakboro, NC	28129
302 N Main St	
Old Fort, NC	28762
180 E Main St	
Olivia, NC	28368
480 Seawell Rosser Rd	
Oriental, NC	28571
809 Broad St	

Orrum, NC	28369
1545 S Creek Rd	
Otto, NC	28763
8491 Georgia Rd	
Pageland, SC	29728
207 N Pearl St	
Parkton, NC	28371
29 S Fayetteville St	
Paw Creek, NC	28130
7400 Old Mt Holly Rd	
Peachland, NC	28133
14 W Passaic St	
Pembroke, NC	28372
404 E 3rd St	
Penland, NC	28765
1162 Penland Rd	
Penrose, NC	28766
5858 Old Hendersonville Hwy	
Pinebluff, NC	28373
125 N Walnut St	
Pinehurst, NC	28374
80 Blake Blvd	
Pineville, NC	28134
206 College St	
Pink Hill, NC	28572
5951 Hwy 11 S	

Pisgah Forest, NC	28768
1 Old Hendersonville Hwy	
Polkton, NC	28135
45 W Polk St	
Polkville, NC	28136
4418 Polkville Road	
Pollocksville, NC	28573
125 Main St	
Proctorville, NC	28375
101 Main St	
Raeford, NC	28376
122 W Elwood Ave, Ste 102	
Red Springs, NC	28377
230 S Main St	
Rex, NC	28378
1045 Rex Road	
Richburg, SC	29729
109 Broad St	
Richfield, NC	28137
212 NC Hwy 49 N	
Richlands, NC	28574
8201 Richlands Hwy	
Ridgecrest, NC	28770
2 Tucker Rd	
Riegelwood, NC	28456
208 Riegelwood Shopping Ctr	
Robbinsville, NC	28771

74 Sweetwater Rd	
Rock Hill, SC	29730
206 S Wilson St	
Cherry Road Finance Unit	29732
725 Cherry Rd, Ste 169	
Ebenezer Station	29732
2191 Ebenezer Rd	
Rockingham, NC	28379
119 W Washington St	28380
Rockwell, NC	28138
100 Broad St	
Rocky Point, NC	28457
7974 Us Hwy 117 S	
Rose Hill, NC	28458
128 E Church St	
Roseboro, NC	28382
201 W Pleasant St	
Rosman, NC	28772
272 Main St	
Rowland, NC	28383
202 N Bond St	
Ruby, SC	29741
367 Market St	
Rutherfordton, NC	28139
130 E Court St	

Saint Pauls, NC	28384
320 W Broad St	
Salemburg, NC	28385
108 W Clinton St	
Salisbury, NC	28144
605 E Innes St	
Downtown Finance Station	
110 W Innes St	
Saluda, NC	28773
102 E Main St	
Sapphire, NC	28774
17740 Rosman Hwy	
Scaly Mountain, NC	28775
7312 Dillard Rd	
Sealevel, NC	28577
751 Us Hwy 70	
Seven Springs, NC	28578
301 Main St	
Shallotte, NC	28470
209 Smith Ave	28459
South Brunswick Station	28469
1587 Seaside Rd SW	28467
Ocean Isle Beach, NC 28469	28468
Shannon, NC	28386
14654 NC Hwy 71 N	
Sharon, SC	29742

3311 N York St	
Shelby, NC	28150
405 S Dekalb	
Skyland, NC	28776
1950 Hendersonville Rd	
Smyrna, NC	28579
467 Us Hwy 70	
Smyrna, SC	29743
1021 Main St	
Sneads Ferry, NC	28460
2001 NC Hwy 172	
Snow Hill, NC	28580
911 Se 2nd St	
Southern Pines, NC	28387
190 SW Broad St	28388
Southport, NC	28461
206 E Nash St	
Southport Annex	
4580 Long Beach Rd Se	
Southport, NC 28461	
Spencer, NC	28159
110 Fourth St	
Spindale, NC	28160
124 Tanner St	
Spring Lake, NC	28390

225 N Main St	
Spruce Pine, NC	28777
899 Oak Ave	
Stanfield, NC	28163
213 W Stanly St	
Stanley, NC	28164
301 Old Mount Holly Rd	
Stedman, NC	28391
7519 Clinton Rd	
Stella, NC	28582
125 Wetherington Landing Rd	
Stonewall, NC	28583
16375 NC 55 Hwy	
Supply, NC	28462
25 Blanton Rd Se	
Swannanoa, NC	28778
2311 Us Hwy 70	
Swansboro, NC	28584
664 W Corbett Ave	
Sylva, NC	28779
271 Jackson Plaza	
Tabor City, NC	28463
200 E 5th St	
Tar Heel, NC	28392

14548 NC Hwy 87 W	
Teachey, NC	28464
103 N West Ave	
Topton, NC	28781
23979 Us Hwy 19	
Trenton, NC	28585
115 S Market St	
Troutman, NC	28166
189 Wagner St	
Tryon, NC	28782
95 Pacolet St	
Tuckasegee, NC	28783
26 Canada Rd	
Turkey, NC	28393
54 Union Rd	
Union Mills, NC	28167
6269 Hudlow Rd	
Vale, NC	28168
6070 Reepsville Rd	
Van Wyck, SC	29744
5222 Old Hickory Rd	
Vanceboro, NC	28586
8134 Main St	
Vass, NC	28394
120 Seaboard St	
Waco, NC	28169
100 N Main St	

Wade, NC	28395
6927 Wade Stedman Rd	
Wadesboro, NC	28170
105 E Martin St	
Wagram, NC	28396
24100 N Main St	
Wallace, NC	28466
202 E Southerland St	
Warne, NC	28909
4731 Old Hwy 64 W	
Warsaw, NC	28398
116 W Hill St	
Waxhaw, NC	28173
100 Waxhaw Pkwy	
Waynesville, NC	28786
523 S Haywood St	
Hazelwood Finance Unit	28738
369 Hazelwood Ave	
Waynesville, NC 28786	
Weaverville, NC	28787
270 N Main St	
Webster, NC	28788
1345 Webster Rd	
White Oak, NC	28399
10384 NC Hwy 53 W	
Whiteville, NC	28472
107 S Lee St	

Whittier, NC	28789
22 Main St	
Willard, NC	28478
130 Willard Railroad St	
Wilmington, NC	28402
Secretary	
Bulk Mail Unit	
Vehicle Maintenance Facility	(Vmf)
Wilmington NC Stations	
Azalea Station	28403
3916 Oleander Dr	28407
Wilmington, Nc 28403	28406
	Box
Dogwood Station	28405
314 Lennon Dr	
Wilmington, NC 28405	
Magnolia Station	28411
8207 Market St, Ste P	28404
Wilmington, NC 28411	Box
Myrtle Grove Station	28412
5675 Carolina Beach Rd	28409
Wilmington, NC 28412	28428
	28408
	Box

Wilmington Main	28401
152 N. Front St, Ste 232	28402
Wilmington, NC 28401	Box
Wingate, NC	28174
212 N Main St	
Winnabow, NC	28479
6351 Ocean Hwy E	

Winterville, NC	28590
467 Main St	
Wrightsville Beach, NC	28480
206 Causeway Dr	
York, SC	29745
909 E Liberty St	
Zirconia, NC	28790
5576 Greenville Hwy	

FILED: March 2, 2018

UNITED STATES COURT OF APPEALS
FOR THE FOURTH CIRCUITNo. 18-1152, NLRB v. USPS
10-CA-185960,10-CA-186993, 10-CA-194277

NOTICE OF JUDGMENT

Judgment was entered on this date in accordance with Fed. R. App. P. 36. Please be advised of the following time periods:

PETITION FOR WRIT OF CERTIORARI: To be timely, a petition for certiorari must be filed in the United States Supreme Court within 90 days of this court's entry of judgment. The time does not run from issuance of the mandate. If a petition for panel or en banc rehearing is timely filed, the time runs from denial of that petition. Review on writ of certiorari is not a matter of right, but of judicial discretion, and will be granted only for compelling reasons.

(www.supremecourt.gov)

VOUCHERS FOR PAYMENT OF APPOINTED OR ASSIGNED

COUNSEL: Vouchers must be submitted within 60 days of entry of judgment or denial of rehearing, whichever is later. If counsel files a petition for certiorari, the 60-day period runs from filing the certiorari petition. (Loc. R. 46(d)). If payment is being made from CJA funds, counsel should submit the CJA 20 or CJA 30 Voucher through the CJA eVoucher system. In cases not covered by the Criminal Justice Act, counsel should submit the Assigned Counsel Voucher to the clerk's office for payment from the Attorney Admission Fund. An Assigned Counsel Voucher will be sent to counsel shortly after entry of judgment. Forms and instructions are also available on the court's web site, www.ca4.uscourts.gov, or from the clerk's office.

BILL OF COSTS: A party to whom costs are allowable, who desires taxation of costs, shall file a [Bill of Costs](#) within 14 calendar days of entry of judgment. (FRAP 39, Loc. R. 39(b)).

PETITION FOR REHEARING AND PETITION FOR REHEARING EN

BANC: A petition for rehearing must be filed within 14 calendar days after entry of judgment, except that in civil cases in which the United States or its officer or agency is a party, the petition must be filed within 45 days after entry of judgment. A petition for rehearing en banc must be filed within the same time limits and in the same document as the petition for rehearing and must be clearly identified in the title. The only grounds for an extension of time to file a petition for rehearing are the death or serious illness of counsel or a family member (or of a party or family member in pro se cases) or an extraordinary circumstance wholly beyond the control of counsel or a party proceeding without counsel.

Each case number to which the petition applies must be listed on the petition and included in the docket entry to identify the cases to which the petition applies. A timely filed petition for rehearing or petition for rehearing en banc stays the mandate and tolls the running of time for filing a petition for writ of certiorari. In consolidated criminal appeals, the filing of a petition for rehearing does not stay the mandate as to co-defendants not joining in the petition for rehearing. In consolidated civil appeals arising from the same civil action, the court's mandate will issue at the same time in all appeals.

A petition for rehearing must contain an introduction stating that, in counsel's judgment, one or more of the following situations exist: (1) a material factual or legal matter was overlooked; (2) a change in the law occurred after submission of the case and was overlooked; (3) the opinion conflicts with a decision of the U.S. Supreme Court, this court, or another court of appeals, and the conflict was not addressed; or (4) the case involves one or more questions of exceptional importance. A petition for rehearing, with or without a petition for rehearing en banc, may not exceed 3900 words if prepared by computer and may not exceed 15 pages if handwritten or prepared on a typewriter. Copies are not required unless requested by the court. (FRAP 35 & 40, Loc. R. 40(c)).

MANDATE: In original proceedings before this court, there is no mandate. Unless the court shortens or extends the time, in all other cases, the mandate issues 7 days after the expiration of the time for filing a petition for rehearing. A timely petition for rehearing, petition for rehearing en banc, or motion to stay the mandate will stay issuance of the mandate. If the petition or motion is denied, the mandate will issue 7 days later. A motion to stay the mandate will ordinarily be denied, unless the motion presents a substantial question or otherwise sets forth good or probable cause for a stay. (FRAP 41, Loc. R. 41).